



California  
School  
Employees  
Association

8217 Auburn Boulevard  
Citrus Heights, CA 95610  
(916) 725-1188  
(800) 582-7314

[www.csea.com](http://www.csea.com)

Adam Weinberger  
Association President

Keith Pace  
Executive Director

Member of the AFL-CIO

*The nation's largest  
independent classified  
employee association*



May 28, 2024

**Sent Via Electronic Mail**

[rcorn@fcusd.org](mailto:rcorn@fcusd.org)

Robert Corn  
Chapter President #528

**RE: Memorandum of Understanding (MOU) – MOU New Medical Benefit New Employees 2024-2025**

Dear President Corn:

I have received the Memorandum of Understanding (MOU) regarding MOU New Medical Benefit New Employees 2024-2025 between the Folsom-Cordova Unified School District and California School Employees Association and its American River Chapter #528.

It has been reviewed in accordance with Policy 610. I have found no apparent violation of law, CSEA's Constitution and Bylaws, or Policy.

Ratification for this MOU **is** required. Please provide your Labor Relations Representative Joel Rogers with the ratification date so that we may update our records.

*Please ensure your chapter complies with the Ratification Meeting requirements as identified in your chapter constitution and Policy 610 Ratification Notice.*

I would like to take this opportunity to acknowledge the time and effort spent by you and the Negotiating Committee in negotiations. Your involvement and dedications are truly appreciated.

Please feel free to contact my office if you have any questions or concerns.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

A handwritten signature in black ink, appearing to read 'Mauricio Vides', written in a cursive style.

Mauricio Vides  
Field Director

Cc: Tiffany Nelson-Pelkey, Regional Representative #72  
Ron Walker, Area A Director  
Joel Rogers, Labor Relations Representative  
Chapter #528 Contract File

**MEMORANDUM OF UNDERSTANDING #26**  
**between the**  
**FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT**  
**and the**  
**THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS**  
**AMERICAN RIVER CHAPTER No. 528 (CSEA)**

**Nonstop Wellness: New Medical Benefit Plans for 2025**  
**for New Employees hired in 2024-2025**  
**May 15, 2024**

This Memorandum of Understanding (“MOU”) is agreed to between the Folsom Cordova Unified School District (“District”) and the California School Employees Association, and its American River Chapter No. 528 (CSEA). Collectively, the District and CSEA will be referred to as “the Parties.”

For the 2024 Health Benefits Open Enrollment, the Folsom Cordova Unified School District Benefits Committee has recommended changes to the medical plans offered due to unprecedented premium increases.

The parties have met, negotiated, and agreed to the following:

A new plan with each of the three (3) carriers (Kaiser, Sutter Health, and Western Health) will be created through Nonstop Wellness. The Nonstop Wellness plans will offer premium savings to Copay plan enrollees with similar level of coverage. For High Deductible Health Plan (HDHP) enrollees, this change will increase the premiums but eliminate deductibles and out-of-pocket costs (the exception is Kaiser).

The following plan will be in place for the 2024-2025 school year until a cap can be negotiated for the 2025-2026 school year.

New employees hired in 2024-2025 will receive payments to offset premium increases for HDHP enrollees and provide overall cost relief to new and Copay enrollees.

1. An Eligible Employee is a new employee hired to start in 2024-2025 that enrolls in a plan effective July 1, 2024 forward.
2. This group of eligible Employees will qualify for a one-time payment to help offset the premium increases.

The one-time payment will be paid in three (3) equal installments.

3. New Employees that are enrolled in medical coverage for 2024-2025 will qualify for a New employee enrolled in Single or New employee enrolled in Family one-time payment depending on the plan enrollment type (single/family). See table 1.
4. The one-time payment will not be prorated based upon FTE. Applies to table one (1).

<b>One-Time Medical Payment - Table 1</b>				
<b>Coverage Type</b>	<b>Annual Payment</b>	<b>September Installment</b>	<b>November Installment</b>	<b>February Installment</b>
New employee enrolled in Single	\$600	\$200	\$200	\$200
New employee enrolled in Family	\$1,200	\$400	\$400	\$400

### **Qualification and Implementation**

This one-time payment will be split into three (3) equal installments. To qualify for an installment, the employee must be actively enrolled in a medical plan based upon the timeline below. If an employee is not actively enrolled during one of the required dates, they will not receive the installment for that period. Each installment is subject to all state and federal taxes and applicable retirement deductions, to be included with end of month pay.


<b>Date Employee Must Be Actively Enrolled in a Medical Plan</b>	<b>Date of Installment</b>
September 13, 2024	September 30, 2024 - 1/3 of Annual Total Payment
November 13, 2024	November 29, 2024 - 1/3 of Annual Total Payment
February 13, 2025	February 28, 2025 - 1/3 of Annual Total Payment

### **Costs/Funding Sources and Additional Information**

Cost is estimated TBD dependent on enrollees and new hires (estimate included in the other MOU). The actual cost will be based on plan enrollment as of September 2024, November 2024, and February 2025. Funding for this would be paid from the Art, Music, Instructional Material Block Grant (Resource 6762). This is an allowable cost of the grant within item #4, operational costs, including retirement and health care cost increases.

The District will be creating a Medical Expense Reimbursement Plan (MERP). This MERP will be in a fiduciary account with Nonstop under the name of the District. The District agrees, if funds are withdrawn from the MERP for any reason other than the reimbursement of employee medical expenses, the funds will be used for the purpose of current employee medical benefits. Any withdrawal from this account is received at only 2/3 of the balance per the agreement with Nonstop, or the entire balance can be rolled over annually at no cost. The CSEA will be notified if the MERP is used for other purposes or upon termination of the contract with Nonstop.

This shall fully and finally resolve all bargaining for Benefits, through the 2024-2025 school year. Negotiations for benefits and compensation for the 2025-2026 will remain open. This MOU shall be in effect July 1, 2024.

  
\_\_\_\_\_  
For CSEA, Chapter 528

5/22/24  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
For Folsom Cordova Unified School District

May 22, 2024  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
CSEA Labor Relations Representative

05/22/2024  
\_\_\_\_\_  
Date

CSEA Board Ratified: \_\_\_\_\_

FCUSD Board Approved: \_\_\_\_\_